

AUSTRALIA – MODERN SLAVERY ACT STATEMENT

Introduction

This revised Modern Slavery Statement is jointly made by Bristow Helicopters Australia Pty Ltd (**BHAPL**) and Capiteq Pty Limited (trading as Airnorth) (**Airnorth**) for the financial year ending 31 December 2024. BHAPL and Airnorth doing business in Australia and Airnorth doing business in Timor Leste, are committed to playing a positive role in the communities in which we operate by maintaining a healthy and safe work environment and respecting human rights. These principles are embedded in BHAPL and Airnorth's Core Values and in our Code of Business Integrity (**COBI**). We meet our commitments by taking a zero-tolerance approach to the use of human trafficking or slavery and encouraging and influencing others to do the same.

Structure, Operations and Supply Chains

Airnorth, one of BHAPL subsidiaries, is a regional airline based at Darwin International Airport, Northern Territory, Australia, and has a regional office in Perth Western Australia. Airnorth operates both scheduled and charter services in the Northern Territory, Western Australia, Queensland, and Dili (Timor-Leste) and carries over 300,000 passengers per year.

Airnorth contracts with a broad range of reputable suppliers to ensure the safety of our employees and passengers. In addition to ground handling and aviation-support services, our supply chain includes manufacturers and others involved in the operations of fixed-wing aircraft, aircraft parts and components, and technology-solutions providers.

Identifying and Assessing Modern Slavery Risks in our Operations and Supply Chain

As a provider of commercial aviation services, Airnorth relies on a highly skilled workforce, including pilots, maintenance engineers, and ground handling personnel. Many of our employees undergo extensive training and hold government-issued licenses to ensure the safety of our passengers and crew. Consequently, the potential for Airnorth to cause, contribute to, or be directly linked to modern slavery in our operations is low. Nevertheless, we recognise that certain of our customers may present modern slavery risks. For example, several of Airnorth's charter clients operate within the mining sector and engage our services to transport their workforce to and from remote sites across Australia. It is possible that some of these companies could exploit their workers or rely on slave labour. To mitigate this risk, Airnorth includes provisions in its contracts that prohibit its suppliers from engaging in modern slavery.

Given the necessity for precision and the complexities of aviation and aircraft components, our suppliers must also rely on a highly skilled and compliant workforce that adheres to the same high ethical and safety standards. While we do not believe our suppliers of aircraft and aircraft parts to be high risk for slavery or human trafficking, we acknowledge that the risks of modern slavery could be heightened in our supply chain as a result of suppliers' geographical locations and the sourcing of materials used in products supplied to us. We note that Airnorth's top suppliers, those that provide the majority of our essential aviation materials and services, are based in low-risk locations: Australia, Canada, Singapore, and the United States.

Airnorth acknowledges that visibility may be limited within the deeper tiers of our supply chain, where raw materials and components originate. We remain committed to enhancing transparency and oversight by maintaining strong supplier relationships, promoting responsible sourcing practices, and taking prompt corrective action where potential risks of modern slavery are identified.

While we assess the overall risk of modern slavery and human trafficking within our direct supply chain as low, we recognise that risks may arise due to the global nature of aviation manufacturing and logistics. Airnorth manages these risks through a structured supplier due diligence process conducted prior to engagement, which includes a mandatory supplier questionnaire and an evaluation of compliance with our

ethical and operational standards. All suppliers are required to adhere to Airnorth's Terms and Conditions, which include provisions relating to modern slavery and human trafficking, and comply with our Supplier Code of Conduct, which sets clear expectations regarding labour practices, human rights, and ethical behaviour.

Our Commitment to Address Risks of Modern Slavery Practices

BHAPL and Airnorth align our core human rights values to the principles of the United Nations Universal Declaration of Human Rights, which includes nondiscriminatory treatment, voluntary employment, freedom of association, payment of a minimum wage, anti-harassment, and prohibiting forced or child labor. We address these risks through policies, specific contractual provisions, training and awareness, and due diligence.

- Our COBI, *Human Rights and Antislavery Policy*, and the Supplier Code of Conduct explicitly prohibit the use of slavery and human trafficking in our supply chain and requires that our employees and suppliers take appropriate steps to mitigate slavery and human-trafficking risks, including, child or forced labour, human trafficking, adherence to labour laws, freedom of association and movement, and the payment of fair wages.
- Employees and suppliers found to have violated these standards are subject to adverse action, up to and including termination of their services.
- As a condition of engagement, our contract templates, including those specific to the purchasing of goods and services, include provisions relating to slavery, trafficking, and adherence to labour laws.
- Prior to onboarding, each of our suppliers is screened against restricted party lists and reviewed for negative media attention.
- Employees must report actual or suspected violations of applicable modern slavery laws immediately, either to their supervisors, the Compliance Department, or through our Ethics and Compliance Hotline.
- At the time of hire and annually thereafter, employees are required to take ethics-and-compliance training, which includes a section on modern slavery.

Assessing the Effectiveness of our Actions

BHAPL and Airnorth are currently engaged in an assessment of: (1) our exposure to modern slavery risks and (2) the effectiveness of our current actions. The goal is to improve our ability to identify, prevent, and mitigate risk. Examples of anticipated enhancements include:

- Mapping and risk-ranking our supply chain;
- Implementing the use of key performance indicators; and
- Integrating automated steps in supply-chain processes.

BHAPL and Airnorth are committed to improving our modern slavery compliance program, and we will continue to assess best practices and adopt those that strengthen our approach and effectiveness.

Approval

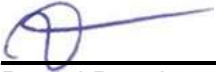
During the reporting period this statement covers, BHAPL and Airnorth actively engaged and consulted with all companies we own or control in the development of this statement (entities outlined in Attachment A). We discussed details of the *Modern Slavery Act 2018 (Cth)*'s reporting requirements; information regarding the actions we intend to take to address these requirements and provided them with relevant materials and updates. BHAPL and Airnorth are supported by a number of Bristow Group Inc. affiliate companies in various functions, including ESG, Legal and Compliance, and Sourcing/Procurement – functions involved in assessing and addressing modern slavery risks. These teams work with one another collaboratively on the risks and processes reflected in this statement.

This statement is made in accordance with the Australian *Modern Slavery Act 2018 (Cth)* and has been

approved by the board of directors in their capacity as principal governing body of BHAPL on behalf of itself and Airnorth as parent entity on 13th November 2025. It constitutes BHAPL's and Airnorth's revised modern slavery statement for the fiscal year ending on 31 December 2024.

Daniel Bowden, in his roles as Chief Executive Officer of Airnorth and Director of Bristow Helicopters Australia Pty Ltd and Capiteq Pty Limited (trading as Airnorth), signed this statement on 13th November 2025.

Signed,



Daniel Bowden

CEO, Airnorth

Director, Bristow Helicopters Australia Pty Ltd and Capiteq Pty Limited

Attachment A

<u>Short form</u>	<u>Name of Company</u>	<u>ABN number</u>
BHAPL Airnorth	Bristow Helicopters Australia Pty Ltd	92 000 565 579
	Capiteq Pty Limited (trading as Airnorth)	24 008 137 559
	Bristow Management Services Pty Ltd	24 079 443 011
	Aircrew Logistics Pty Ltd	86 009 607 103
	Aircraft Logistics Pty Ltd	72 009 628 111